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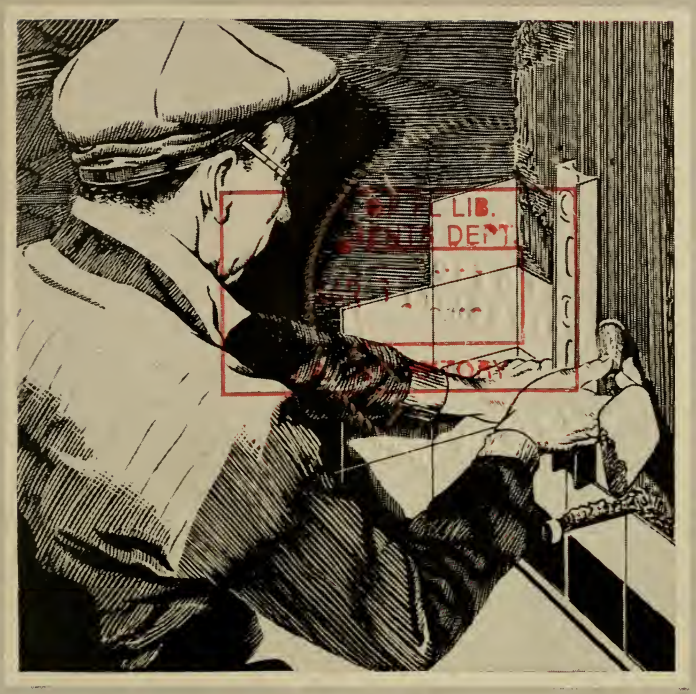

National Standards of Apprenticeship

FOR

Tile Setters

JOINTLY FORMULATED AND ADOPTED BY TILE CONTRACTORS' ASSOCIATION OF AMERICA, INC., AND BRICKLAYERS', MASONS', AND PLASTERERS' INTERNATIONAL UNION OF AMERICA IN ACCORDANCE WITH STANDARDS OF THE FEDERAL COMMITTEE ON APPRENTICESHIP

U. S. Department of Labor • Apprentice-Training Service • Washington

NATIONAL TILE SETTERS JOINT APPRENTICESHIP COMMITTEE

Tile Contractors' Association of America, Inc.

Cyril J. Statt
Charles Klinges
H. R. Cole, *Executive Secretary*

Bricklayers, Masons, and Plasterers International Union of America

Robert E. Shepherd
James M. White
Samuel F. Colflesh

FOREWORD

With the expansion of building activities in this country, there is a growing demand for tile setters in the construction of modern dwellings, hospitals, schools, office buildings, industrial plants, and other structures. It is of paramount importance to increase the ranks of craftsmen in this trade by well organized, uniform apprenticeship programs in the various communities throughout the United States.

For the guidance of contractors and labor organizations in setting up these programs, national standards of apprenticeship are set forth in the following pages. These standards have been adopted by a national joint apprenticeship committee equally representative of the Tile Contractors Association of America, and the Bricklayers, Masons, and Plasterers International Union of America. These standards, which were formulated with the assistance of Apprentice-Training Service, U. S. Department of Labor, are based on practices and methods which have been proved by the experience of contractors and labor to be most successful in training apprentices in the trade.

Reference is made in these standards to local joint management-labor apprenticeship committees which are established in a city or larger area to plan and operate area-wide apprenticeship programs.

The provisions of the standards are sufficiently flexible to permit adjustment to local conditions of the training provisions.

All contractors and unions in the tile setting trade in every locality where there is building activity should take full advantage of these standards by establishing local joint committees and apprenticeship programs. In addition to the guidance provided by these standards, they have the assistance, when requested, of field representatives of Apprentice-Training Service, and State apprenticeship agencies.

WILLIAM F. PATTERSON, *Director,*
Apprentice-Training Service,
U. S. Department of Labor.

NATIONAL STANDARDS OF APPRENTICESHIP FOR TILE SETTERS

In order to provide sufficient skilled mechanics for the natural increase of the tile trade, it is agreed to by both signatories to this agreement that an apprenticeship system be established of such scope as will meet the requirements both as to the number and the efficiency of its workmen.

It is further agreed that in order to promote the institution and execution of an apprenticeship system guaranteering thorough training, the following rules and regulations be adopted and made part of this agreement, and both parties hereto bind themselves to carry them into effect.

GENERAL RULES AND REGULATIONS GOVERNING THE EMPLOYMENT, TRAINING, AND INSTRUCTION OF APPRENTICES

Applicants for apprenticeship must be at least 17 years of age. Each local joint arbitration board or joint apprenticeship committee shall have the right to determine the maximum age for apprentices. All apprentices must be duly indentured. Applicants for apprenticeship shall be approved by the local joint arbitration board or the local joint apprenticeship committee of the Bricklayers, Masons, and Plasterers International Union of America and the Tile Contractors Association of America, and be registered at the Bricklayers, Masons, and Plasterers International Union of America headquarters.

Apprentices shall serve a term of 3 years at the tile trade, including school instruction, as directed by the local joint arbitration board or local joint apprenticeship committee. The first 3 months of apprenticeship term shall be recognized as a probationary period. During this period the apprenticeship indenture may be annulled or canceled for cause by either party thereto. Under certain conditions hereinafter set forth, the apprenticeship period may be reduced.

There may be two types of apprentices and the local joint arbitration boards or local joint apprenticeship committees may utilize either or both of these classifications in making apprentices: (1) The individual who has had no previous experience in the tile industry; (2) the tile setters' helper.

Helper apprentices shall serve for a term of 2 years after which, if qualified, he shall receive his journeyman's card. His wages shall start at the second year rate provided hereinafter.

Veterans must be given preference for apprenticeship training by all local joint arbitration boards or local joint apprenticeship committees. The local joint arbitration boards or local joint apprenticeship committees may grant such other concessions to veterans in their localities as the individual cases coming before them may warrant. All local joint arbitration boards or local joint apprenticeship committees shall familiarize themselves with the provisions of the GI bill of rights in order that full advantage may be taken of any opportunities offered by the Federal Government to aid in the furthering of this apprenticeship program.

Apprentices shall be given a thorough training in all work pertaining to the preparing for and setting of all work as is classified in article 2 of the national agreement between the Bricklayers, Masons, and Plasterers International Union and the Tile Contractors Association of America.

The rate of wages shall be as follows:

First year, the rate of pay for the first year apprentice cannot be less than the rate of the tile setters' helper in the particular locality in which the apprentice is indentured; however, in no instance shall the apprentice receive less than 50 percent of the tile setters' wage in an area.

Second year, 20 percent increase on the first year's scale.

Third year, 10 percent increase on second year's scale.

Supervision of apprentices and the enforcement of a faithful performance of the apprenticeship agreement by both parties hereto shall be as follows:

(*a*) In States and Provinces having laws pertaining to apprentices, by the laws of the State or Province.

(*b*) In cities having no State or Provincial laws, the regulation of apprentices shall be by the joint arbitration board or the local joint apprenticeship committee of the local tile contractors and the local union.

All indentures must be executed in quadruplicate, one copy to the apprentice, one retained by the employer, the third to be filed with the

party of the first part, and the fourth with the party of the second part of this agreement.

Appentices upon completion of their term shall be furnished with a suitable certificate upon application for same to be issued by the Tile Contractors Association of America and the Bricklayers, Masons, and Plasterers' International Union of America, accompanied with recommendations and certifications of qualifications by the supervising boards.

Apprentices shall work with a mechanic for the first year of their apprenticeship.

Helper apprentices shall work with a mechanic for the first six months of their apprenticeship.

There shall be two methods under which apprentices may be indentured:

(*a*) Any employer, subject to the approval of the local joint arbitration board or the local joint apprenticeship committee, may indenture an apprentice and assume the full responsibility of continuous employment and complete training of this boy for the period of his apprenticeship.

(*b*) Apprentices may be indentured to the local joint arbitration board or the local joint apprenticeship committee and such indentures shall be known as the rotation system. The board assumes full responsibility for the employment and training of such apprentices. All rules governing the training of these men shall be promulgated by the local joint arbitration board or the local joint apprenticeship committee. It is agreed that apprentices may be transferred from one contractor to another, and from operation to operation in the shops of the tile contractors who agree to participate in the rotation plan and who have not personally indentured an apprentice, and shall be, and remain, under the supervision and at the direction of the local union through the officials selected for this duty. The employment of such apprentices shall be provided for to the average of the employment for the journeyman tile setter within that jurisdiction.

In all cities that have a separate tile setters' local union, the local joint arbitration board or the local joint apprenticeship committee shall not indenture more than 5 percent in numbers of the number of

members in the local tile setters' organization, and not more than 5 percent each year thereafter; however, in localities in which there are mixed local unions and the local joint arbitration board or the local joint apprenticeship committee desire to use the rotating system, they shall not indenture more than one apprentice to every two tile firms in the area participating in the rotation plan. However, there is nothing to stop other tile contractors in the area who, if they so desire and who employ on the average of two or more journeymen throughout the year, may employ one apprentice; and when an average of five mechanics is employed throughout the year by any one employer, he may be entitled to two apprentices and assume full responsibility for his employment and training heretofore mentioned and these firms shall not be counted for the purpose of determining the number of apprentices that can be trained under the rotation plan in that area.

Any employer having agreed to and participated in the rotation plan shall not be eligible to indenture an individual apprentice until such time as those apprentices indentured while such contractor was a party to the rotation plan shall have finished the term of their apprenticeship.

In the event there may be exceptional or extenuating circumstances in any locality, the local joint arbitration board or the local joint apprenticeship committee may appeal to the Bricklayers, Masons, and Plasterers International Union of America and the Tile Contractors Association of America for permission to increase the number of apprentices over and above the maximums established herein.

In the event there is a deadlock in the local joint arbitration board or the local joint apprenticeship committee over any problems affecting apprentices or the apprenticeship program, it must be referred to the executive officers of the Bricklayers, Masons, and Plasterers International Union of America and the Tile Contractors Association of America for settlement. Such settlement by the executive officers of these two organizations shall be binding and final on the local joint arbitration board or the local joint apprenticeship committee.

This new article 8 of the national agreement shall supersede and void the present article 8 in the national agreement between the Brick-

layers, Masons, and Plasterers International Union of America and shall become effective immediately.

Approved by:

THE NATIONAL TILE SETTERS JOINT APPRENTICESHIP COMMITTEE

Tile Contractors' Association of America, Inc.,
Cyril J. Statt,
Charles Klinges,
H. R. Cole, *Executive Secretary.*

Bricklayers, Masons, and Plasterers International Union of America,
Robert E. Shepherd,
James M. White,
Samuel F. Colflesh.

REGISTRATION OF APPRENTICESHIP STANDARDS AND AGREEMENTS

State apprenticeship councils and the Federal Committee on Apprenticeship, the national policy-making body on apprentice training, provide for the registration of apprenticeship standards and individual apprenticeship agreements. Local joint apprenticeship committees should formally register apprenticeship standards and apprenticeship agreements with these councils or with the Federal Committee on Aprenticeship in States where no such council exists.

The apprenticeship standards should specify that it shall be the duty of the local apprenticeship committee:

1. To request the appropriate State apprenticeship agency, recognized by the Federal Committee on Apprenticeship, to register each apprenticeship agreement (which automatically registers such agreement with the Federal Committee). If no such State agency exists, the Apprentice-Training Service, U. S. Department of Labor should be requested to register the apprenticeship agreement with the Federal Committee on Apprenticeship.
2. To notify the appropriate registration agency of all terminations or cancelations of apprenticeship agreements.
3. To recommend that each apprentice be issued a Certificate of Completion of Apprenticeship by the registration agency after the apprentice has completed his term of apprenticeship and an examination by the local joint apprenticeship committee.
4. All joint apprenticeship committees should send their standards to the National Tile Setters Joint Apprenticeship Committee for review before final approval by the contractors and the union, in order to assure that the local standards are in conformity with the national standards and to obtain the benefit of the apprenticeship experience in the industry throughout the country. After final approval by the contractors and the union, all joint apprenticeship committees should send a copy of their standards to the National Tile Setters Joint Apprenticeship Committee.
5. All joint apprenticeship committees should send periodic reports to the National Tile Setters Joint Apprenticeship Committee on the number of apprenticeship agreements that are registered, completed, and canceled.

APPRENTICESHIP AGREEMENT

THIS AGREEMENT, entered into this ..... day of ....., 19...,
between the parties to .....
(Name of local apprenticeship standards)
represented by the Joint Apprenticeship Committee, hereinafter referred to as the COMMITTEE and ....., born ....., hereinafter
(Name of apprentice) (Month) (Day) (Year)
referred to as the APPRENTICE (and if a minor) .....,
(Name of parent or guardian)
hereinafter referred to as his GUARDIAN.

WITNESSETH that:

WHEREAS, in order to preserve and perpetuate the skills essential to true craftsmanship and to maintain the ranks of skilled mechanics; and

WHEREAS, the above-named Apprenticeship Standards have been developed in conformity with the standards recommended by the Federal Committee on Apprenticeship, Apprentice-Training Service, U. S. Department of Labor; and

WHEREAS, the APPRENTICE through his GUARDIAN has expressed a desire to enter the required period of apprenticeship, subject to the aforementioned Standards,

NOW, THEREFORE, in consideration of the premises and the mutual covenants herein contained the parties hereto do hereby agree as follows:

THAT, the COMMITTEE shall provide employment and training to the APPRENTICE in the trade of ....., in accordance with the Standards herein referred to.

THAT, the APPRENTICE shall perform diligently and faithfully the work of said trade during the period of apprenticeship, in conformity with the aforementioned Standards and in accordance with the rules and regulations of the said Joint Apprenticeship Committee.

THAT, the GUARDIAN will make all reasonable efforts to assure proper and diligent performance by the APPRENTICE of all obligations assumed under this agreement.

THAT, the apprenticeship term began on the ..... day of .....,
19.... Credit of ..... has been allowed on the term of
(Hours or months)
apprenticeship.

The Apprenticeship Standards referred to herein are incorporated in and made a part of this agreement.

In witness whereof, the parties hereunto set their hands and seals:

..... (Seal)	..... (Seal)
(Apprentice)	(Representatives of Joint Apprenticeship Committee)
.....	.....
(Address)	(Title)
..... (Seal)	..... (Seal)
(Parent or guardian)	(Representative of Joint Apprenticeship Committee)
	.....
	(Title)

Registered by the ..... on .....
(Date)
by ..... Title .....

The undersigned agrees to provide employment and training in accordance with Standards named herein.

First	Second .....
(Employer)	(Employer)
Third	Fourth .....
(Employer)	(Employer)

Available through Apprentice-Training Service, U. S. Department of Labor, Washington, D. C.

Certificates of Completion of Apprenticeship, awarded apprentices when they have completed their training, are issued by the State apprenticeship agency or the Federal Committee on Apprenticeship in States in which no such agency is established.

E. G. POLLAK, President Guild-set TILING JAMES SCIACCHITANO, Treasurer

TILE CONTRACTORS' ASSOCIATION OF AMERICA, INC.

OFFICE OF THE EXECUTIVE SECRETARY

Investment Building, 15th & K Streets
WASHINGTON 5, D. C.

July 18, 1946

To Tile Contractors:

The tile contractors and their National Association have always advocated a continuing flow of young men into the ranks of the tile setters. During the 1920's we had several schools for tile setters apprentice, including one in Los Angeles, one in the New York area and one at Dunwoody Institute. Apprenticeship training was one of the objectives of our Association.

The indenturing of the apprentices stopped with the depression of 1930. Since then, there has been few, if any, apprentices made in our industry. The result has been that the industry is badly in need of young men to take care of the decimation of our tile setters ranks.

We belive that the development of National Standards for Tile Setters and the publication of such standards, can do much towards stimulating local programs of apprenticeship training. We therefor recommend to the tile contractors that they extend full cooperation with the Unions in reestablishing our apprenticeship training program.

The National Standards as published in this bulletin, outline suggested methods of procedure and basic standards, but constitutes only a framework within which the local apprenticeship standards should be fully developed.

The Tile Contractors Association of America, Inc. stands ready and willing to render all possible assistance in the promotion of this program.

Very truly yours,
The Tile Contractors Association of America, Inc.

H. A. Cole
Executive Secretary.

PRESIDENT EMERITUS
WM. J. BOWEN
818-22 15TH STREET, N. W., WASHINGTON, D. C.

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HARRY C. BATES
818-22 15TH STREET, N. W.
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Bricklayers, Masons and Plasterers' International Union of America

17

HEADQUARTERS
BOWEN BUILDING
818-22 15TH STREET, N. W.

WASHINGTON 5, D. C.
July 18, 1946

To Officers and Members of Subordinate Unions of
B. M. & P. I. U. of A.

Dear Sirs and Brothers:

Enclosed please find a copy of the National Standards of Apprenticeship for Tile Setters to be operated jointly by members of the local employers association and local unions of the Bricklayers, Masons and Plasterers International Union of America.

These are basic standards and are subject to adjustment through local agreements with your employers. Any adjustments made should be held to a minimum and should be for the purpose of adjusting these standards to meet conditions existing in your particular locality.

We hope that this will provide a sound program for an extensive apprentice training program in the tile setter trade.

Fraternally yours,

R. J. Gray
Secretary

DEPARTMENT OF LABOR
FEDERAL COMMITTEE ON APPRENTICESHIP
WASHINGTON 25

July 20, 1946

National Tile Setters Joint
Apprenticeship Committee
Gentlemen:

I am pleased to advise you that I have approved, on behalf of the Federal Committee on Apprenticeship, the National Standards of Apprenticeship for Tile Setters. These standards will unquestionably be invaluable to local groups in establishing adequate uniform apprenticeship programs in every locality. Their adoption is a vitally important step ahead in increasing the ranks of skilled tile setters and assuring high quality workmanship, as well as providing opportunities for craftsmen careers to veterans and others in each community.

I congratulate the members of your National apprenticeship committee, representing the Tile Contractors Association of America and the Bricklayers, Masons, and Plasterers International Union of America for formulating these standards for use as a pattern to local groups in setting up apprenticeship programs.

Very truly yours,

Wm. F. Patterson

William F. Patterson
Director
Apprentice-Training Service

OTHER ATS PUBLICATIONS AVAILABLE

Copies of any of the following publications may be obtained by writing to the ATS representative at the nearest regional office listed in this pamphlet, or to Apprentice-Training Service, U. S. Department of Labor, Washington 25, D. C.

THE NATIONAL APPRENTICESHIP PROGRAM: Review of development of apprenticeship in this country and how apprenticeship systems are established. Explanation of functions of Apprentice-Training Service, Federal Committee on Apprenticeship, State apprenticeship agencies, National, State, and local apprenticeship committees.

SETTING UP AN APPRENTICESHIP PROGRAM: A Guide to Employers in Training Veterans for the Skilled Trades: Comprehensive booklet explaining the steps required in setting up an apprenticeship program, and in securing certification through the authorized State agency as a qualified training institution, as well as the steps veterans must take in obtaining the benefits of veterans legislation.

APPRENTICE TRAINING FOR RETURNING SERVICEMEN: A Message to the Men in the Armed Forces—Prepared especially for the educational branch of the Armed Forces for distribution to the men still in service. Explains simply the essential points servicemen want to know about apprenticeship, the benefits of Public 346 and 16, credits for work experience and related instruction, advantages of preparatory instruction while in service provided by the Army and Navy.

SKILLED HELP FOR CONSTRUCTION: How an area-wide apprenticeship program in the building trades is conducted, as exemplified by the program in the carpentry trade in Atlanta, Ga., is explained in this article, reprinted from Engineering News-Record. The article is written jointly by the chairman and secretary of the committee, one of whom represents contractors and the other labor.

MANAGEMENT-LABOR COOPERATION IN TRAINING APPRENTICES: This comprehensive article, reprinted from Architectural Record, explains joint participation in apprenticeship by employer groups and unions in the building trades.

APPRENTICESHIP TODAY AND TOMORROW: Review of apprenticeship activities in the pipe trades by William F. Patterson, Director, Apprentice-Training Service, in which he stresses the need to plan for the future in training apprentices. He also gives census

figures on housing volume, and maintenance and repairs. Reprinted from The Ladle.

LOOKING AHEAD IN APPRENTICE TRAINING: This article by William F. Patterson, Director, Apprentice-Training Service, discusses apprentice training progress in the plastering, cement finishing, and lathing trades and stresses the need to think in terms of the future when planning apprenticeship programs. Reprinted from Plastering Industries.

NATIONAL STANDARDS

NATIONAL BRICKLAYERS' APPRENTICESHIP PROGRAM AND STANDARDS.

NATIONAL STANDARDS FOR CEMENT, ASPHALT, AND COMPOSITION FINISHING APPRENTICESHIP.

NATIONAL STANDARDS OF APPRENTICESHIP FOR THE CRAFTS OF THE PLASTERING INDUSTRY.

NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR THE ELECTRICAL INDUSTRY.

NATIONAL STANDARDS FOR CARPENTRY APPRENTICESHIP, Bulletin No. 54.

BUILDING A NATIONAL PAINTING AND DECORATING APPRENTICESHIP SYSTEM—Bulletin No. 23: A Manual of procedure for establishing local painting and docorating apprenticeship standards.

PUTTING NATIONAL PLUMBING APPRENTICESHIP STANDARDS TO WORK, Bulletin No. 16: A manual of procedure for establishing local plumbing apprenticeship standards.

NATIONAL STANDARDS FOR STEAM FITTING APPRENTICESHIP, Part 1, Bulletin No. 28: Includes suggestions for putting national standards into operation in local communities.

SUGGESTED LOCAL STANDARDS FOR TRAINING STEAM FITTING APPRENTICES, Part 2, Bulletin No. 28: Based on The National Standards for Steam Fitting Apprentices.

NATIONAL PATTERN FOR LOCAL APPRENTICESHIP STANDARDS IN THE ROOFING INDUSTRY.

STATE APPRENTICESHIP AGENCIES

(Including names of full-time directors)

Alaska Apprenticeship Council,
Department of Labor,
Juneau, Alaska.

Arizona Apprenticeship Council,
State Industrial Commission,
Phoenix, Arizona.*

Arkansas Apprenticeship Council,
State Department of Labor,
Little Rock, Arkansas.*

Archie J. Mooney, Chief, Division of Apprenticeship Standards,
California Apprenticeship Council,
Department of Industrial Relations,
San Francisco, Calif.*

Tom Yoczik, Director of Apprenticeship,
Connecticut Apprenticeship Council,
State Department of Labor and Factory Inspection,
Hartford, Conn.

Gino J. Simi, Director of Apprenticeship,
District of Columbia Apprenticeship Council,
District of Columbia Board of Commissioners,
Washington, D. C.*

Florida Apprenticeship Council,
State Industrial Commission,
Tallahassee, Fla.

Abner N. Deane,
Director of Apprenticeship,
Hawaii Apprenticeship Council,
Department of Labor and Industrial Relations,
Honolulu, T. H.*

Iowa Apprenticeship Council,
Bureau of Labor,
Des Moines, Iowa.

Kansas Apprenticeship Council,
State Labor Department,
Topeka, Kans.

Kentucky Apprenticeship Council,
Department of Industrial Relations,
Frankfort, Ky.*

R. I. Conran, Director of Apprenticeship,
Louisiana Apprenticeship Council,
State Department of Labor,
Baton Rouge 4, La.*

Maine Apprenticeship Council,
Department of Labor and Industry,
Augusta, Maine.*

Hubert L. Connor, Director,
Division of Apprentice Training,
Massachusetts Apprenticeship Council,
Department of Labor and Industries,
Boston, Mass.*

Frank Musala, Director,
Division of Voluntary Apprenticeship,
Minnesota Apprenticeship Council,
Minnesota Industrial Commission,
St. Paul, Minn.*

Montana Apprenticeship Council,
Department of Agriculture, Labor, and Industry,
Helena, Mont.*

Nevada Apprenticeship Council,
Department of Labor,
Carson City, Nev.*

New Hampshire Apprenticeship Council,
Bureau of Manufacturing,
Manchester, N. H.

New Mexico Apprenticeship Council,
Labor and Industrial Commission,
Albuquerque, N. Mex.*

*State apprenticeship law enacted.

John J. Sandler, Director of Apprenticeship,
New York State Apprenticeship Council,
Department of Labor,
Albany, N. Y.*

Clarence L. Beddingfield, Director of Apprenticeship,
North Carolina Apprenticeship Council,
Department of Labor,
Raleigh, N. C.*

Ohio Apprenticeship Council,
Department of Industrial Relations,
Columbus, Ohio.

L. H. Andrews, Director of Apprenticeship,
Oregon Apprenticeship Council,
Bureau of Labor,
Portland, Ore.*

Pennsylvania Apprenticeship Council,
Department of Labor and Industry,
Harrisburg, Pa.

Rhode Island Apprenticeship Council,
Department of Labor,
Providence, R. I.

Vermont Apprenticeship Council,
Department of Industrial Relations,
Montpelier, Vt.*

Robert H. Wilson, Executive Director,
Division of Apprenticeship Training,
Virginia Apprenticeship Council,
Department of Labor and Industry,
Richmond, Va.*

William Walker, Supervisor of Apprenticeship,
Washington Apprenticeship Council,
Department of Labor and Industries,
Seattle, Wash.*

Walter Simon, Director of Apprenticeship,
Wisconsin Industrial Commission,
Madison, Wis.*

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*State apprenticeship law enacted.

REGIONAL OFFICES

APPRENTICE–TRAINING SERVICE
U. S. DEPARTMENT OF LABOR

For information regarding the services of field representatives of the Apprentice-Training Service in the establishment of apprenticeship programs, communicate with the representative at the nearest regional office listed below.

Region I

(Maine, N. H., Vt., Mass., R. I., Conn.)

Joseph E. Johnson, Regional Supervisor,
Room 1146, 294 Washington St.,
Boston, Mass.

Region II

(New York State)

John M. Marion, Regional Supervisor,
Room 1318, 270 Broadway,
New York 7, N. Y.

Region III

(Pa., N. J., Del.)

Thomas P. Kenney, Regional Supervisor,
1505 Widener Bldg.,
Philadelphia 7, Pa.

Region IV

(Md., Va., W. Va., N. C., D. C.)

Robert F. Handley, Regional Supervisor,
Tempo U, 12th and Constitution Ave. NW.,
Room 2139,
Washington 25, D. C.

Region V

(Ohio, Mich., Ky.)

John R. Newland, Regional Supervisor,
506 Ninth, Chester Bldg.,
Cleveland 14, Ohio.

Region VI

(Ill., Ind., Wis.)

Cecil L. Utterback, Regional Supervisor,
Room 1229, 22 W. Adams St.,
Chicago 6, Ill.

Region VII

(S. C., Ga., Tenn., Miss., Fla., Ala.)

Charles N. Conner, Regional Supervisor,
Room 722 Grand Theatre Bldg.,
Atlanta 3, Ga.

Region VIII

(N. Dak., S. Dak., Nebr., Iowa, Minn.)

John F. Barrett, Regional Supervisor,
Room 219, Midland Bank Bldg.,
Minneapolis 1, Minn.

Region IX

(Mo., Kans., Ark., Okla.)

Taylor F. Custer, Regional Supervisor,
1509 Fidelity Bldg., 911 Walnut St.,
Kansas City 6, Mo.

Region X

(La., Tex., N. Mex.)

Travis J. Lewis, Regional Supervisor,
608 Santa Fe Bldg.,
Dallas 2, Tex.

Region XI

(Mont., Idaho, Utah, Wyo., Colo.)

Clifford B. Noxon, Regional Supervisor,
Room 614, 810 14th St.,
Denver 2, Colo.

Region XII

(Oreg., Wash., Ariz., Nev., Calif.)

Broncel R. Mathis, Regional Supervisor,
Room 627, Western Furniture Exchange and Merchandise Mart,
1355 Market St.,
San Francisco 3, Calif.

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